

## Sample Job Ad Language

The University of Rochester has a strong commitment to principles of diversity and, in that spirit, actively encourages applications from groups underrepresented in higher education.

The School of \_\_\_\_\_ and the Department of \_\_\_\_\_ have explicitly endorsed efforts to increase the diversity of its ranks, and accordingly, candidates from groups currently underrepresented in the School are encouraged to apply. Successful candidates should possess specific competencies and demonstrated expertise in multicultural settings.

The School of \_\_\_\_\_ (or Department of \_\_\_\_\_) is committed to increasing the diversity of the campus community and the curriculum. Candidates who can contribute to that goal are encouraged to apply and to identify their strengths and experiences in this area.

The University of Rochester is committed to the development of a multicultural environment. We seek greater diversity in our faculty and staff to broaden our academic experience. We value input of multiple viewpoints and perspectives across the university; our goal is to create an academic community that is rich with cultural, social and intellectual diversity.

Diversity is a core value of the School of \_\_\_\_\_ at the UR. We believe that the educational environment is enhanced when diverse groups of people with diverse ideas come together to learn.

Applicants whose work incorporates a global perspective and a demonstrated commitment to issues of diversity in higher education are particularly encouraged to apply.

Note: All modifications to these sample phrases should be approved by General Counsel before advertisements are sent to print.

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